

FIRST REGULAR SESSION
SENATE COMMITTEE SUBSTITUTE FOR
SENATE BILL NO. 480
94TH GENERAL ASSEMBLY

Reported from the Committee on Education, March 15, 2007, with recommendation that the Senate Committee Substitute do pass.

TERRY L. SPIELER, Secretary.

1949S.03C

AN ACT

To repeal section 168.021, RSMo, and to enact in lieu thereof two new sections relating solely to teacher mentoring and teacher certification.

Be it enacted by the General Assembly of the State of Missouri, as follows:

Section A. Section 168.021, RSMo, is repealed and two new sections
2 enacted in lieu thereof, to be known as sections 161.375 and 168.021, to read as
3 follows:

161.375. 1. The department of elementary and secondary
2 education shall develop standards for high-quality mentoring for
3 beginning teachers and beginning principals no later than June 30,
4 2008. The standards shall be applicable to all public schools and shall
5 be developed to ensure that the required district mentoring programs
6 under subsection 3 of section 168.021, RSMo, meet common objectives.

7 2. Such standards shall be established for both of the required
8 years of mentoring under subsection 3 of section 168.021, RSMo, and
9 shall be based upon, but not be limited to, the following principles:

10 (1) Every district shall have a teacher-driven mentor program in
11 collaboration with and support of the administration;

12 (2) Guidance and support are required for all beginning
13 teachers, regardless of when they enter the profession;

14 (3) Communication between mentors and beginning teachers is
15 open and confidential;

16 (4) Quality mentors are necessary to establish beginning
17 teachers' trust and respect for their colleagues and profession; and

18 (5) All staff members provide informal support for beginning
19 teachers.

20 **3. Quality mentor programs shall include, but not be limited to,**
21 **the following:**

22 **(1) An introduction to the cultural environment of the**
23 **community and the school district;**

24 **(2) A systemic and ongoing evaluation by all stakeholders;**

25 **(3) An individualized plan for beginning teachers that aligns**
26 **with the district's goals and needs;**

27 **(4) Appropriate criteria for selecting mentors;**

28 **(5) Comprehensive mentor training;**

29 **(6) A complete list of responsibilities for the mentor, beginning**
30 **teacher, and administrators; and**

31 **(7) Sufficient time for mentors to observe beginning teachers and**
32 **for the beginning teachers to observe master teachers, structured to**
33 **provide multiple opportunities over time and to minimize the need to**
34 **require substitute teachers to facilitate observation.**

35 **4. In developing such standards, the department shall involve**
36 **representatives from the state teacher organizations, administration**
37 **and principal organizations, Missouri advisory council for the**
38 **certification of educators as created by section 168.015, RSMo, Missouri**
39 **staff development council, and from colleges and universities.**

 168.021. 1. Certificates of license to teach in the public schools of the
2 state shall be granted as follows:

3 (1) By the state board, under rules and regulations prescribed by it,

4 (a) Upon the basis of college credit;

5 (b) Upon the basis of examination;

6 (2) By the state board, under rules and regulations prescribed by the state
7 board with advice from the advisory council established by section 168.015 to any
8 individual who presents to the state board a valid doctoral degree from an
9 accredited institution of higher education accredited by a regional accrediting
10 association such as North Central Association. Such certificate shall be limited
11 to the major area of postgraduate study of the holder, shall be issued only after
12 successful completion of the examination required for graduation pursuant to
13 rules adopted by the state board of education, and shall be restricted to those
14 certificates established pursuant to subdivision (1) of subsection 3 of this section;
15 or

16 (3) By the state board, which shall issue the professional certificate

17 classification in both the general and specialized areas most closely aligned with
18 the current areas of certification approved by the state board, commensurate with
19 the years of teaching experience of the applicant, and based upon the following
20 criteria:

21 (a) Recommendation of a state-approved baccalaureate-level teacher
22 preparation program;

23 (b) Successful attainment of the Missouri qualifying score on the exit
24 assessment for teachers or administrators designated by the state board of
25 education. Applicants who have not successfully achieved a qualifying score on
26 the designated examinations will be issued a two-year nonrenewable provisional
27 certificate; and

28 (c) Upon completion of a background check and possession of a valid
29 teaching certificate in the state from which the applicant's teacher preparation
30 program was completed; or

31 **(4) By the state board, under rules and regulations prescribed by**
32 **it, on the basis of certification by the American Board for Certification**
33 **of Teacher Excellence (ABCTE), for an initial ABCTE professional**
34 **certificate of license to teach pending:**

35 **(a) Ability to work with children as demonstrated by sixty**
36 **contact hours within the twenty-four-month period immediately**
37 **preceding the date of application for certificate of license in any one**
38 **of the following areas as validated by the school principal:**

39 **a. Sixty contact hours in the classroom, of which at least forty-**
40 **five must be teaching;**

41 **b. Sixty contact hours as a substitute teacher, with at least thirty**
42 **consecutive hours in the same classroom;**

43 **c. Sixty contact hours of teaching in a private school; or**

44 **d. Sixty contact hours of teaching as a paraprofessional;**

45 **(b) Completion of the twenty-four contact hours of professional**
46 **development within two years, which may include hours spent in class**
47 **in an appropriate college curriculum;**

48 **(c) Validated completion of two years of the mentoring program**
49 **of the American Board for Certification of Teacher Excellence or a**
50 **district mentoring program approved by the state board of education;**
51 **and**

52 **(d) Attainment of a successful performance-based teacher**

53 evaluation.

54 2. All valid teaching certificates issued pursuant to law or state board
55 policies and regulations prior to September 1, 1988, shall be exempt from the
56 professional development requirements of this section and shall continue in effect
57 until they expire, are revoked or suspended, as provided by law. When such
58 certificates are required to be renewed, the state board or its designee shall grant
59 to each holder of such a certificate the certificate most nearly equivalent to the
60 one so held. Anyone who holds, as of August 28, 2003, a valid PC-I, PC-II, or
61 continuous professional certificate shall, upon expiration of his or her current
62 certificate, be issued the appropriate level of certificate based upon the
63 classification system established pursuant to subsection 3 of this section.

64 3. Certificates of license to teach in the public schools of the state shall
65 be based upon minimum requirements prescribed by the state board of
66 education. The state board shall provide for the following levels of professional
67 certification: an initial professional certificate and a career continuous
68 professional certificate.

69 (1) The initial professional certificate shall be issued upon completion of
70 requirements established by the state board of education and shall be valid based
71 upon verification of actual teaching within a specified time period established by
72 the state board of education. The state board shall require holders of the
73 four-year initial professional certificate to:

74 (a) Participate in a mentoring program approved and provided by the
75 district for a minimum of two years;

76 (b) Complete thirty contact hours of professional development, which may
77 include hours spent in class in an appropriate college curriculum; and

78 (c) Participate in a beginning teacher assistance program;

79 (2) (a) The career continuous professional certificate shall be issued upon
80 verification of completion of four years of teaching under the initial professional
81 certificate and upon verification of the completion of the requirements articulated
82 in paragraphs (a), (b), and (c) of subdivision (1) of this subsection.

83 (b) The career continuous professional certificate shall be continuous
84 based upon verification of actual employment in an educational position as
85 provided for in state board guidelines and completion of fifteen contact hours of
86 professional development per year which may include hours spent in class in an
87 appropriate college curriculum. Should the possessor of a valid career continuous
88 professional certificate fail, in any given year, to meet the fifteen-hour

89 professional development requirement, the possessor may, within two years, make
90 up the missing hours. In order to make up for missing hours, the possessor shall
91 first complete the fifteen-hour requirement for the current year and then may
92 count hours in excess of the current year requirement as make-up hours. Should
93 the possessor fail to make up the missing hours within two years, the certificate
94 shall become inactive. In order to reactivate the certificate, the possessor shall
95 complete twenty-four contact hours of professional development which may
96 include hours spent in the classroom in an appropriate college curriculum within
97 the six months prior to or after reactivating his or her certificate. The
98 requirements of this paragraph shall be monitored and verified by the local school
99 district which employs the holder of the career continuous professional certificate.

100 (c) A holder of a career continuous professional certificate shall be exempt
101 from the professional development contact hour requirements of paragraph (b) of
102 this subdivision if such teacher has a local professional development plan in place
103 within such teacher's school district and meets two of the three following criteria:

- 104 a. Has ten years of teaching experience as defined by the state board of
105 education;
106 b. Possesses a master's degree; or
107 c. Obtains a rigorous national certification as approved by the state board
108 of education.

109 4. Policies and procedures shall be established by which a teacher who
110 was not retained due to a reduction in force may retain the current level of
111 certification. There shall also be established policies and procedures allowing a
112 teacher who has not been employed in an educational position for three years or
113 more to reactivate his or her last level of certification by completing twenty-four
114 contact hours of professional development which may include hours spent in the
115 classroom in an appropriate college curriculum within the six months prior to or
116 after reactivating his or her certificate.

117 5. The state board shall, upon an appropriate background check, issue a
118 professional certificate classification in the areas most closely aligned with an
119 applicant's current areas of certification, commensurate with the years of
120 teaching experience of the applicant, to any person who is hired to teach in a
121 public school in this state and who possesses a valid teaching certificate from
122 another state, provided that the certificate holder shall annually complete the
123 state board's requirements for such level of certification, and shall establish
124 policies by which residents of states other than the state of Missouri may be

125 assessed a fee for a certificate license to teach in the public schools of
126 Missouri. Such fee shall be in an amount sufficient to recover any or all costs
127 associated with the issuing of a certificate of license to teach.

128 6. The state board may assess to holders of an initial professional
129 certificate a fee, to be deposited into the excellence in education revolving fund
130 established pursuant to section 160.268, RSMo, for the issuance of the career
131 continuous professional certificate. However, such fee shall not exceed the
132 combined costs of issuance and any criminal background check required as a
133 condition of issuance. **Applicants for the initial ABCTE certificate shall**
134 **be responsible for any fees associated with the program leading to the**
135 **issuance of the certificate, but nothing in this section shall prohibit a**
136 **district from developing a policy that permits fee reimbursement.**

137 7. Any member of the public school retirement system of Missouri who
138 entered covered employment with ten or more years of educational experience in
139 another state or states and held a certificate issued by another state and
140 subsequently worked in a school district covered by the public school retirement
141 system of Missouri for ten or more years who later became certificated in
142 Missouri shall have that certificate dated back to his or her original date of
143 employment in a Missouri public school.

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